



Supplier Diversity

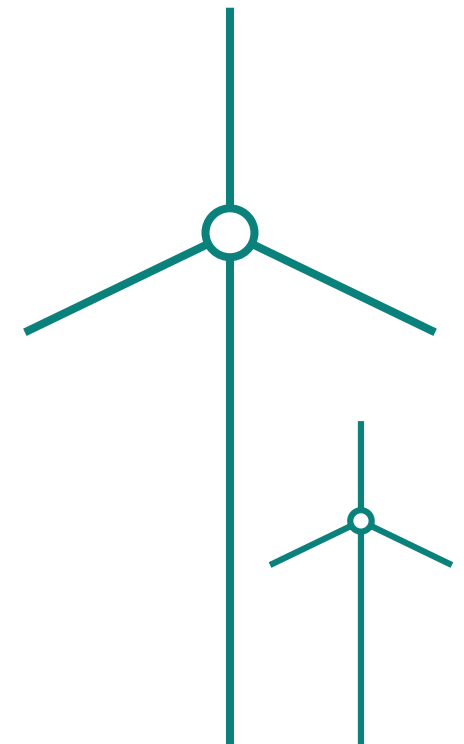
2024 Annual Report and 2025 Annual Plan



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Note: CPA submits this report annually in compliance with General Order 156 (GO 156) of the California Public Utilities Commission (CPUC), and the section numbers referenced in this report correspond to GO 156.

Message from the Chief Executive Officer



Clean Power Alliance is guided by our vision of an inclusive clean energy future where everyone can participate. CPA's decision making and strategic investments are emblematic of this ideal, and we have continued to strengthen our commitment to energy equity through our purchasing, customer programming, and regional investments.

The worsening impacts of climate change are accelerating our efforts to build resiliency in our communities, broaden access to renewable energy for lower income customers, and increase funding to train a workforce prepared to design, develop, and build climate-resilient infrastructure.

In 2024, CPA expanded our workforce development investments with \$993,000 in funding for pre-apprenticeship programs, including pathways to union jobs for women and previously incarcerated individuals. We restructured our Voyager Scholarship and added \$330,000 in additional funding to provide financial aid to young scholars from diverse backgrounds who are enrolled in energy-focused studies at area community colleges; the additional funding is expected to result in more than 100 new scholarships and add 4 more local colleges as recipients of our support.

As part of our continued collaboration with the International Brotherhood of Electrical Workers, apprentices at the Ventura County Electrical Joint Apprenticeship Training Committee are being trained on equipment furnished by CPA. This equipment is anticipated to train 200 apprentices over the next few years.

Internally, we continue to support our own diverse team and encourage the development of employee-led resource groups so CPA staff can build community and create initiatives that foster inclusive culture. Two were launched in 2024: CPA Pride and CPA Women in Energy. Our People & Culture team pursues inclusive recruitment and staff development, including bias training for all employees. In 2024, CPA was certified as a Great Place to Work.

Opportunities to provide affordable, renewable energy to underserved populations grew in 2024. Our Power Share program, which provides 100% renewable energy to low-income customers at a 20% bill discount has expanded to serve even more customers. CPA's early success with this program led the CPUC to approve an expansion of this CPA program last year; Power Share now serves more than 10,000 customers.

Our Power Response program continues to provide financial incentives to customers who participate in saving energy when demand is high and offers four distinct areas of participation depending on customer needs. In 2024, more than 2,400 homes participated in Power Response including 900 income-qualified households.

As CPA has grown over the years, our program offerings have expanded to meet the demand for energy- and cost-savings opportunities. CPA's budget for customer and community programs increased 30% this fiscal year to \$13 million, adding 4 new programs, and more than 11,000 customers participated – a record number of participants to date. Input from our Community Advisory Committee and Board of Directors ensures that local voices and needs are represented in our program development.

We look forward to working with our energy and non-energy suppliers in 2025, on initiatives to expand awareness and strengthen participation by diverse, small, and local subcontractors. More than 80% of CPA's non-energy spend goes to small business suppliers in Southern California.

We welcome ideas and feedback from our customers and community stakeholders on our efforts as we work to live up to our equity values and partner with our communities to make our region vibrant and strong.

Ted Bardacke
CEO, Clean Power Alliance



Introduction

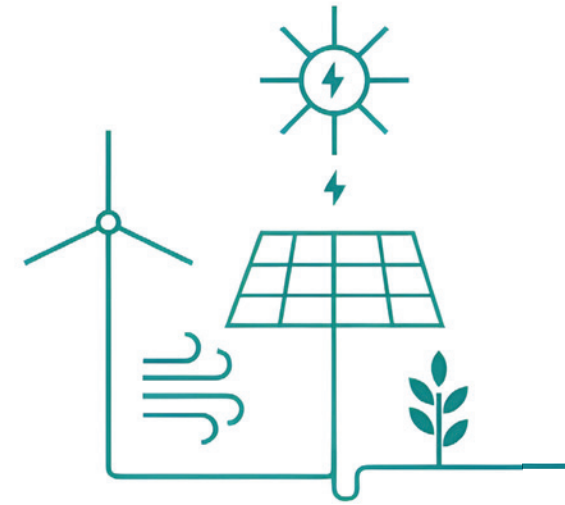
Clean Power Alliance (CPA) is the electricity provider for 35 communities across Los Angeles and Ventura counties, serving more than 3 million residents and businesses through more than 1 million customer accounts. CPA is the largest Community Choice Aggregator (CCA) and fourth largest electricity provider in California and has the distinction of being the number one green power provider in the United States, as determined by the U.S. Department of Energy's National Renewable Energy Laboratory.

Dedicated to environmental sustainability and statewide resiliency, CPA proudly supplies 100% renewable energy to over 713,700 customers. Two-thirds of our member communities have chosen our 100% Green Power option as the preferred energy option to serve residents and businesses in their jurisdictions. Currently, CPA is contracted for 2,261 megawatts (MW) of renewable energy resources and 1,669 MW of new battery storage, making CPA a significant contributor to the development of a clean and reliable grid.

Inclusivity is at the heart of CPA's mission, with approximately 23% of our customers benefiting from financial assistance programs for their electricity bills through the statewide California Alternate Rates for Energy (CARE), Family Energy Rates Assistance (FERA), and Medical Baseline programs. CPA also offers numerous engagement programs to help customers save money on their electric bills.

As a public, not-for-profit Joint Powers Authority (JPA), CPA operates under the governance of elected officials from each of its 35 member communities, ensuring local voices and needs are represented. Aligned with state laws and guided by the core values expressed in its Joint Powers Agreement, CPA's Board of Directors sets rates and procurement policies.

CPA will expand its service area to 38 communities in October 2025, when 3 new cities begin CPA service.



2024 Annual Report

9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year (2024)

In 2024, CPA maintained a multifaceted strategy designed to achieve results for key initiatives, including:

- Dedicated efforts to engage with and support a wide array of small and diverse businesses, to help make our contracting opportunities more inclusive and accessible.
- A strong emphasis on helping communities develop a robust pipeline for highly skilled green jobs. These initiatives are designed not only to generate employment opportunities but also to foster a diverse workforce ready to fill these positions. Our objective is to empower individuals to become leaders and active contributors to the green economy of the future.
- Focused pursuit of our DEI strategic plans, from recruiting and staff development to the ongoing cultivation of an inclusive and equitable organizational culture that informs our work and supports the building of a just and sustainable clean energy future.



Internal Activities

Supplier Diversity – Non-Energy Procurement

CPA continued its supplier outreach efforts in 2024, which resulted in contracts with 2 new GO 156-certified suppliers. Updated outreach tracking efforts showed promising trends, with 15 new certified suppliers completing CPA’s Request for Qualifications (RFQ) process and becoming Pre-Qualified Providers (PQPs). CPA has had a success rate of 37% in converting initial outreach contacts into PQPs.

CPA’s overall Eligible Supplier spend levels dipped in 2024, totaling \$203,627, representing purchasing from 6 GO 156-certified suppliers. This can be attributed in part to the expiration of a single large contract that ended in June 2024.

Our 2024 supplier survey (Appendix B) and a search of publicly available information identified at least 14 suppliers as “qualified” Eligible Suppliers which are not currently certified via the GO 156 Clearinghouse, representing a total of \$1,669,889 in additional purchasing in 2024.

Several of such suppliers have been previously contacted by CPA, and in 2024, CPA contacted 3 qualified but uncertified Eligible Suppliers to share information and encourage them to pursue certification through the CPUC Supplier Clearinghouse. Encouragingly, all three suppliers replied, stating their intention to certify with the Clearinghouse in early 2025. These three suppliers also accepted CPA’s offer to help them in the process. Reasons for their lack of prior certification included company restructuring, inadequate staffing to handle the process, rejected documentation during previous certification attempts, and having alternative local certifications that are not reciprocal with the Clearinghouse.

Diverse Business Enterprise Spend			
Category	GO 156 Certified	Not GO 156 Certified*	Total
Minority Male (Asian Pacific American)	\$19,562	\$0	\$19,562
Minority Male (Hispanic American)	\$0	\$405,266	\$405,266
Minority Female (Hispanic American)	\$12,745	\$500	\$13,245
Women Business Enterprise	\$171,320	\$1,162,476	\$1,333,796
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$101,647	\$101,647
Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0
Persons with Disabilities Business Enterprise (DBE)	\$0	\$0	\$0
Total Supplier Diversity Spend	\$203,627	\$1,669,889	\$1,873,516
% of Non-Energy Procurement	1.07%	8.74%	9.81%

*Suppliers self-identified as qualified for GO 156 certification but not currently certified.

Small Business Spend			
Category	Direct	% of Non-Energy Procurement	Number of Suppliers
DGS Certified*	\$617,373	3.23%	11
Qualified but not certified**	\$1,709,572	8.95%	14
Total	\$2,326,945	12.19%	25

*Certified as a Small Business by the State of California Department of General Services (DGS).

**Not certified but meets DGS Small Business certification requirements based on publicly available information.

Local Spend*			
Category	Direct	% of Non-Energy Procurement	Number of Suppliers
Los Angeles and Ventura Counties	\$2,337,871	12.24%	55
Southern California**	\$13,460,577	70.49%	63
California	\$15,746,635	82.46%	96

*Businesses whose principal offices and workforces are located in the indicated areas.

**Los Angeles, Ventura, Orange, San Bernardino, Riverside, and San Diego Counties.

The majority (82%) of CPA's non-energy spend comes from suppliers located in California, with 70% of that spend concentrated in Southern California. 11 suppliers are certified as small businesses by the State of California Department of General Services, and at least 14 more qualify as small businesses although they are not currently certified.

Additional activities aimed at encouraging diverse supplier participation in CPA contracting opportunities included:

Updating CPA's Contracting Opportunities webpage to include a sign-up form, which allows suppliers to receive email notifications for solicitations, thereby increasing CPA's applicant pool.

Increasing supplier outreach activities to strengthen CPA's pipeline of small and diverse suppliers and create a larger pool of PQPs eligible to participate in Task Order solicitations.


Tracking outreach activities, including information on audience size, specific supplier diversity content, and the success rate of converting contacted suppliers into PQPs.

Continuing to post new solicitations on the Supplier Clearinghouse website and other job boards like Veterans in Business (VIB).

Maintaining a policy of working with suppliers to negotiate contract provisions that reduce barriers for small businesses, such as waiving or reducing insurance requirements or implementing quick pay.

Raising awareness amongst staff regarding supplier diversity efforts and sharing resources to ensure CPA's solicitations reach a broad audience.

Additional efforts are described below under External Activities.



Contracting with Clean Power Alliance

Who We Are

Founded in 2017, Clean Power Alliance (CPA) is the locally operated electricity provider for 32 member jurisdictions across Southern California, including 30 cities and the unincorporated areas of Los Angeles and Ventura counties. CPA is the largest Community Choice Aggregator (CCA) in California and the fifth largest electricity provider in the state. We serve approximately 3 million residents and business and supply 100% renewable energy to more customers than any other power provider in the nation.

CPA operates as a public Joint Powers Authority, governed by a Board of Directors comprised of elected leaders from each of our member agencies.

Commitment to Diversity, Equity and Sustainability

Utilizing our purchasing power, community connections, and industry leadership to advance equity and inclusion is core to CPA's purpose. As a public agency we cannot give preferential treatment based on race, ethnicity, gender or other classes as proscribed by Proposition 209. We are nevertheless committed to do everything in our power to promote supplier and workforce diversity and equitable economic development, and we view these goals as integral to our pursuit of clean energy and urgent climate action.




We encourage diverse suppliers to explore contracting opportunities at CPA, and to reach out to us with questions and suggestions for how we can support you through the contracting process.

Procurement at Clean Power Alliance

Clean Power Alliance spends approximately \$750 million annually on power purchases and about \$20 million per year on non-energy purchasing. Since 2018, we have entered into 20 long-term power purchase agreements with energy developers, driving over \$1 billion in capital investments in renewable energy facilities, most of which are located in Southern California.

Energy procurement. CPA conducts Requests for Offers (RFO) for long-term renewable energy power purchase agreements on an annual or semi-annual basis. Energy projects are evaluated on criteria that include workforce development and community benefits as well as economic value, risk, environmental stewardship, and location. We strongly encourage energy developers to utilize and support small and diverse subcontractors. See next page for more information about our RFO process and selection criteria.

Non-energy procurement. CPA's small staff collaborates with a wide range of vendors to support all aspects of our operations. Non-energy procurement of goods and services includes office equipment and supplies; event planning; information technology support; cybersecurity services; customer outreach; digital marketing; forecasting and rate design; engineering services; financial services; legal and regulatory compliance services; and staffing and human resources consulting. Individual contracts typically range from \$50,000 up to \$1,000,000.

   cleanpoweralliance.org

Fact sheet for small and diverse suppliers

Internal Diversity, Equity, and Inclusion

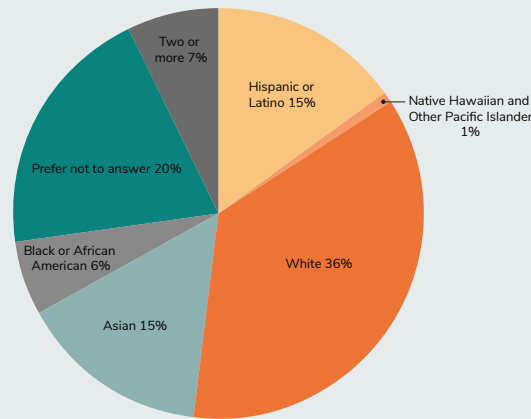
In support of CPA's DEI Strategic plan, 2024 was spent focused on sustaining a diverse, equitable, and inclusive environment for our staff. We ensured our overall hiring process was standardized and equitable, bolstered two-way communication avenues to foster our culture of transparency, and deepened our Employee Resource Groups (ERGs) to ensure our staff have inclusive spaces.

CPA's Board of Directors includes 35 elected officials who are appointed by each member city or county's governing body, along with approximately 55 alternate directors who include elected officials, agency staff and public members. The Board-appointed Community Advisory Committee (CAC) is comprised of 15 community leaders representing customers in each subregion of our service territory. CPA collected voluntary self-identification data from the Board which is summarized in Appendix A.

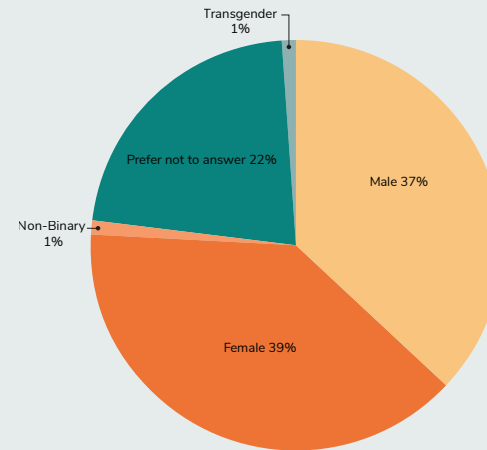
CPA Staff Diversity*

*CPA submits an annual voluntary survey to collect data on the demographics of all its employees, which meets the reporting requirement of Chapter 7 of Division 4 of the Public Utilities Code Article 6 8290.2(a)(2)

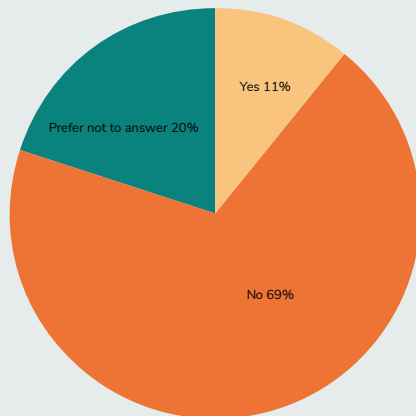
RACE/ETHNICITY



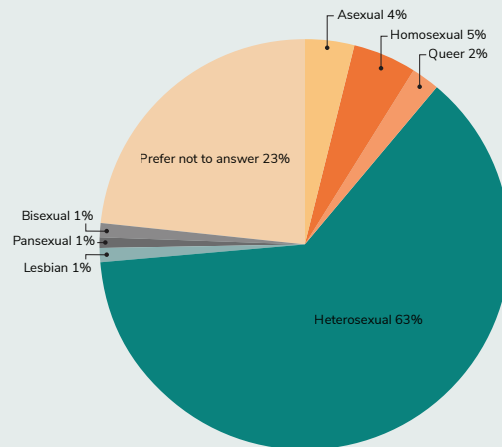
GENDER



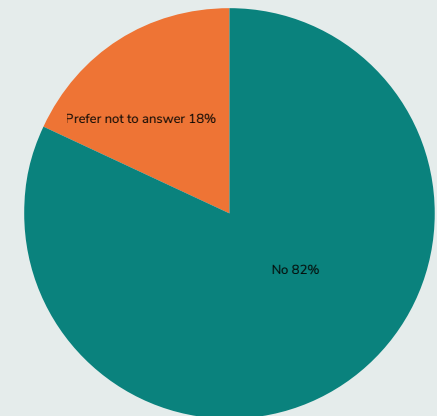
DISABILITY



SEXUAL ORIENTATION



VETERAN



External Activities

In 2024, CPA continued to actively broaden its engagement with small, local, and diverse businesses throughout its large service territory. The focus included raising awareness of CPA and its contracting opportunities, investing in workforce development, and further developing various customer programs to support residents and small businesses, particularly in the many disadvantaged and low-income communities CPA serves. These combined efforts align with CPA's commitment to an inclusive and equitable energy landscape.

Diverse Supplier Outreach

External activities in 2024 included:

- **CPUC Business Expos:** Participated in two of the CPUC's in-person Small and Diverse Business Expos, in Riverside and San Francisco, where we met dozens of certified suppliers and educated them about CPA and our upcoming contracting opportunities.
- **Local Networking:** CPA attended an Out for Business event in LA, hosted by the California LGBTQ Chamber of Commerce. After a fruitful discussion with the Chamber's CEO, CPA became a founding member and is exploring sponsorship opportunities for events to educate small and local businesses on certification benefits and proposal writing best practices.
- **Proactive Outreach:** CPA engaged with more than 180 Community-Based Organizations (CBOs) throughout Los Angeles and Ventura counties to publicize its various contracting opportunities, support supplier readiness, and encourage applications from small, local, and diverse suppliers.
- **Amplify and Certify:** CPA marketed this CCA- and CPUC-hosted educational webinar to multiple eligible-but-uncertified vendors we contract with, in support of the event.

CPA continued to conduct ongoing outreach in 2024 to hard-to-reach and underserved diverse small businesses and residential customers, leveraging our relationships with minority/ethnic chambers, business associations, and community-based organizations across its service territory. CPA memberships and sponsorships of organizations that support small and diverse businesses include:

- Alhambra Chamber of Commerce
- Association of Women in Water, Energy & Environment
- Beverly Hills Chamber of Commerce
- Carson Chamber of Commerce
- Latino Journalists of California
- California LGBTQ Chamber of Commerce
- Central Coast Alliance United for a Sustainable Economy (CAUSE)
- Citizens' Climate Lobby, Ventura County
- Claremont Chamber of Commerce
- Climate Reality Project – Los Angeles
- Climate Reality Project – Ventura
- Community Environmental Council
- El Concilio De Ventura
- Greater Conejo Valley Chamber of Commerce
- Greater Conejo Valley Chamber of Commerce – Legislative Roundtable
- Greater Los Angeles African American Chamber of Commerce
- Hawthorne Chamber of Commerce
- Hermosa Beach Chamber of Commerce
- Los Angeles Area Chamber of Commerce
- Los Angeles Business Council
- Los Angeles Cleantech Incubator (LACI)
- Los Angeles Latino Chamber of Commerce
- Los Angeles LGBTQ Chamber of Commerce
- Los Angeles Regional Consortium
- Merito Foundation
- Monrovia Chamber of Commerce
- Palos Verdes Chamber of Commerce
- Paramount Chamber of Commerce
- Redondo Beach Chamber of Commerce
- Santa Monica Chamber of Commerce
- Santa Paula Chamber of Commerce
- South Pasadena Chamber of Commerce
- United States Green Building Council (USGBC) of California
- Vehicle-Grid Integration Council
- Ventura Chamber of Commerce - Economic Development Committee
- Ventura County Regional Energy Alliance
- Ventura County Workforce Development Board – Clean Green Working Group
- West Ventura County Business Association – Business Advocacy Committee & Latino Business Leaders



Workforce Development

CPA's Workforce Development program utilizes community benefit funding received from power purchase agreements (PPAs). In 2024, funding was received from Pattern Energy (Sunzia) and NextEra Energy (Key Storage and Mohave Wind). 2024 Workforce Development activities were funded using NextEra Mohave Wind and resources collected in 2022 and 2023.

In November 2024, CPA's Board approved \$993,000 in funding over 3 years for pre-apprenticeship programs that utilize the Multi-Craft Core Curriculum, a standardized curriculum developed and approved by the Building Trades National Apprenticeship Committee. In early 2025, CPA expects to have 3-year memorandum of understanding (MOU) in place with Flintridge Center to provide stipends and supportive services to approximately 270 previously incarcerated and gang-impacted individuals who attend this training. CPA also expects to have a 3-year MOU in place with Women in Non-Traditional Employment Roles (WINTER) to provide supportive services and stipends for 240 women to attend tuition-free apprenticeship readiness programs. CPA will also fund an expansion of WINTER's classroom area by 1,500 square feet to train an additional 24 students per year. Participating in 10-week bootcamps lead to apprenticeships and high-wage jobs in construction-related trades.

In 2024, CPA continued its community college scholarship program in partnership with TerraGen, the developer of the Voyager Wind Project, which sells energy to CPA. To date, the program has distributed scholarships to 100 students pursuing energy career pathways at community colleges in Los Angeles and Ventura counties. A total of \$100,000 in scholarship funding has been distributed. In July 2023, CPA's Board approved \$105,000 for a second round of Voyager Scholarship funding. Each college will be provided an additional \$15,000 once each college has exhausted its first round of scholarship funds. Moorpark College has been the first to receive this additional scholarship funding to distribute in

2025. In November 2024, CPA's Board approved \$330,000 in additional funding for Voyager scholarships that will be distributed in 2026 and 2027. This funding will provide \$15,000 to each of the 7 currently participating community colleges, and it expands the program to 4 new schools, which will be selected in 2025. This round of funding will provide tuition for up to 220 part-time students or 110 full-time students.

In 2021, CPA mapped out a plan for a 4-year, \$1 million strategic investment in workforce development, funded in partnership with NextEra Energy Resources, to equip workers to pursue jobs in the rapidly growing transportation and building electrification sectors. To date, CPA funding has supported 60 graduates from the Los Angeles Cleantech Incubator Program (LACI), and 36 apprentices have utilized training materials at the International Brotherhood of Electrical Workers (IBEW) apprenticeship training facilities in Los Angeles and Ventura Counties.

In 2021, 3 programs were chosen for the first 2 years of funding for \$398,500. The first program, a microgrid maintenance training program for low-income and unemployed or underemployed youth, in partnership with the Los Angeles Cleantech

Incubator (LACI), was completed in June 2022. For the other two programs, CPA provided funding for classroom training boards for cybersecurity apprenticeship trainings for smart buildings and smart cities, in partnership with IBEW in Los Angeles and Oxnard. After numerous pandemic-related supply chain delays, the training boards were obtained in Q4 2023, and were deployed in classrooms in 2024, or are slated to be deployed in early 2025.

In July 2023, CPA's Board approved \$254,330 for a second round of workforce development funding with LACI and the IBEW, which provided classroom materials (battery storage trainers) for the Energy Storage & Microgrid Certification Program in partnership with the IBEW in Oxnard. These battery storage trainers were procured and used in classrooms beginning in Q1 2024. In addition, CPA is supporting the Carmen Ramirez Legacy Scholarship Fund, which awards scholarships in increments of \$2,500 to students who have graduated or will graduate from any Ventura County high school, accredited community college, or four-year college or university, and who will be pursuing a career in public service.



Customer Programs and Community Investments

In 2024, CPA launched, expanded, or continued a suite of existing offerings that fall into three programmatic areas: 1) resiliency and grid management; 2) building and transportation electrification; and 3) local clean energy procurement. Many of the CPA programs include targeted economic opportunities and benefits for small, local, and diverse enterprises, especially ones located in disadvantaged and hard-to-reach communities, thereby increasing the reach and impact of our programs on small, local, and diverse businesses.

Resilience and Grid Management

CPA's Power Ready program is a community benefit program offered to CPA's member agencies to allow its public buildings to be energy-resilient by installing solar-plus-storage systems as a clean energy backup source that is available when a

power outage occurs. CPA's Board of Directors approved a multi-site PPA on February 1, 2024, with Coast Energy, which is comprised of 11 backup energy systems of 1.15 megawatts (MW) of solar photovoltaic systems paired with 1.17 MW of battery energy storage system (BESS) capacity collectively. Coast Energy is committed to creating community benefits, including engaging a skilled and trained workforce and targeted hires. Coast Energy will ensure that work performed will be conducted using a project labor agreement, community workforce agreement, work site agreement, and a collective bargaining agreement (or similar agreement). Coast Energy is committed to workforce development among disadvantaged workers because of the wide-reaching economic benefits in the surrounding community of job creation. Coast Energy estimates that 180 new direct construction jobs will be created and paid prevailing wages. Further, Coast Energy plans to subcontract to veteran- and minority-owned businesses that are committed to promoting equity.

CPA's Power Response Program is a demand response program where participants receive financial incentives for managing their electricity use. The program encourages customers to reduce energy usage when electricity consumption is anticipated to be high, and the grid may come under stress. The Power Response program includes four distinct opportunities to participate: 1) "Smart Home," which allows residents to register networked smart devices that are auto-adjusted during energy saving events; 2) "Home," for residents who can manually adjust appliances to conserve; 3) "Commercial Leaders," a way for businesses and public sector customers to receive incentives for their environmental leadership; and 4) "Multifamily Community," where property owners and residents can unite in reducing energy to earn money and create healthier communities. Working with our program implementer, Uplight (also known as AutoGrid), and in collaboration with the equipment manufacturers, we are able to directly manage the enrolled devices and notify enrolled customers during events in order to reduce load. In 2024, approximately 3,200 devices and 2,800 customers were enrolled in the Power Response Program. Of those enrollments, over 1,000 households were income-qualified customers under CARE or FERA rates or located in disadvantaged communities. In 2024, approximately 42 MWhs were reduced as a result of the 9 Energy Savings Events called for by the Power Response Program.

Building and Transportation Electrification

In September 2024, CPA launched Energy Team, a program designed to provide personalized energy solutions regarding energy efficiency and electrification upgrades to residential and small business customers of all income levels. Energy Team provides free virtual energy assessments and customized electrification plans to help guide customer decisions about what upgrades to pursue and how to maximize cost savings from local, state, and federal rebates. Many of these rebates are available exclusively to low-income and disadvantaged communities, and the program directs customers to financing options to



enable wider participation. Energy Team provides resources to help customers find established local contractors to complete electrification projects.

CPA launched the Energized Communities program in Spring 2024, to support our member agencies with technical assistance and funding incentives to advance decarbonization projects in CPA partner communities. The program aims to accelerate building decarbonization and the electrification of fleets and vehicles within member agencies' operations or communities. In January 2024, an RFP for Building Electrification Assistance services was awarded to Lincus, Inc., a CPUC Supplier Clearinghouse-certified Women Business Enterprise ("WBE"). The Building Electrification Pathway is currently supporting the cities of Hawthorne, Hermosa Beach, and Ojai, and the County of Los Angeles in electrifying municipal facilities by replacing fossil-fuel powered equipment, such as water heaters and HVAC systems, with electric alternatives.

CPA continued to partner with the California Energy Commission to distribute rebate funding in Ventura County and Los Angeles County for Level 2 electric vehicle (EV) charging rebates through CALeVIP. The program expects to distribute \$3.8 million in Level 2 and DC Fast chargers in Ventura County, and approximately \$8.6 million in Level 2 funding in Los Angeles County. This amounts to 205 Level 2 connectors and 12 DC fast chargers in Ventura County, and 72 Level 2 connectors in Los Angeles County. At least 50% of these funds will go to EV chargers in low-income and disadvantaged communities. In Ventura County in 2024, \$276,837 was distributed to 7 projects in Ventura County, including \$15,420 to low-income residents; in LA County, \$1,052,697 was distributed to 16 projects, \$817,279 of which went to disadvantaged communities.

Local Clean Energy Procurement

CPA continued its Power Share program, and in 2024, achieved program enrollment capacity and has enrolled over 6,500 low-income residential customers in its DAC-GT program, known as

Power Share, providing participants with 100% renewable electricity from local small-scale solar power with a 20% bill discount.

CPA's Community Solar Green Tariff (CSGT) program is working with member agencies and local community-based organizations to raise awareness of the opportunity to develop and sponsor small-scale community solar projects in disadvantaged communities and enroll low-income residents to receive 100% renewable energy from these projects at a 20% bill discount.

Sun Storage Rebate provides a rebate to CPA residential customers who install an eligible battery storage system that is paired with solar PV. The base incentive amount is \$750, with an additional \$250 (totaling \$1,000) for residential customers

who are on a CARE, FERA, or MBL rate. Battery systems must be at least 5 kWh in size and an approved model under SGIP's Verified Equipment List to qualify for the rebate.

A new Low Income Solar and Storage program was designed in 2024, and CPA issued an RFP for a vendor to finance or lease solar PV and battery storage systems at low or no cost to low-income single family and multifamily customers. Haven Energy was selected, and the program will launch in 2025. This program will provide no upfront cost solar PV and battery storage systems to residential single-family homeowners. This program will combine tax credits, incentives, and financing to offer customers solar PV and battery storage at no cost.



9.1.2 Supplier Diversity Results Of Goods And Services (Non-Power Purchases)

		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
Minority Male	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$19,562	\$0	\$19,562	0.10%	\$0	\$19,562	\$19,562	0.10%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Male	\$19,562	\$0	\$19,562	0.10%	\$0	\$19,562	\$19,562	0.10%
Minority Female	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Hispanic American	\$12,745	\$0	\$12,745	0.00%	\$0	\$12,745	\$12,745	0.07%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Female	\$12,745	\$0	\$12,745	0.00%	\$0	\$12,745	\$12,745	0.07%
Total Minority Business Enterprise (MBE)		\$32,307	\$0	\$32,307	0.17%	\$0	\$32,307	\$32,307	0.17%
Women Business Enterprise (WBE)		\$171,320	\$0	\$171,320	0.90%	\$0	\$171,320	\$171,320	0.90%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Other 8(a)*		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Total Supplier Diversity Spend		\$203,627	\$0	\$203,627	1.07%	\$0	\$203,627	\$203,627	1.07%
Net Procurement**				\$19,096,429					
Net Product Procurement				\$43,594					
Net Service Procurement				\$19,052,835					
Total Number of Diverse Suppliers that Received Direct Spend				6					

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

9.1.2 Description of Diverse Suppliers with Majority Workforce in California

All six of CPA's GO 156 certified suppliers are based in California.

Across all suppliers who responded to CPA's Supplier Diversity Survey or direct inquiry, and specified that the majority of their workforce is based in California, the average percentage of their workforce that resides in California is 82.5%. This is based on a sample size of 20 responses. CPA will continue to pursue increased data collection efforts in the coming year.

For suppliers who responded to CPA's Supplier Diversity Survey or direct inquiry, the average percentage of their workforce that identifies as diverse is 30.6%, and the average percentage of their workforce that identifies as female is 42.5%. This is based on a sample size of five responses. In addition to the lower response rate, there were challenges related to the way in which individual suppliers reported their demographics, which was not consistent across the board. CPA will continue to pursue increased data collection efforts in the coming year, as well as efforts to standardize the data reported.

In power procurement, CPA prioritizes projects located in California and in CPA's service territory. The counterparties for four of the nine long-term power purchase contracts CPA entered into in 2024, including 300 MW of new energy storage, are located in California. All nine of the projects are located in California.

9.1.3 Supplier Diversity Program Expense

Expense Category	Total \$
Wages	\$43,225
Other Employee Expenses	\$2,910
Program Expenses	\$4,070
Reporting Expenses	\$1,650
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
Total	\$51,855

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

In its most recent Clean Energy Request for Offers (RFO) in 2024, CPA found that 63% of bidders had plans to utilize GO 156 subcontractors, and 75% had initiatives in place to promote workforce diversity. One supplier bidding for the 2024 RFO was GO 156 certified. To date, no supplier that has been selected through the CPA RFO process has been GO 156 certified.

One supplier with which CPA has an executed Power Purchase Agreement (PPA) reported utilizing three GO 156 certified subcontractors, one Minority Business Enterprise (MBE) and two Women Business Enterprise (WBE), in construction of its project in 2024. This accounted for an approximate total of \$410,000 in diverse spend.

In the realm of non-power purchases, no suppliers have reported the utilization of GO 156 certified suppliers as subcontractors. This is partly due to the limited scope of work generally procured from CPA's non-power suppliers. Many of these suppliers function in a way that allows a single entity to manage the scope of work effectively, thereby reducing the necessity for subcontractors.

9.1.5 New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors #	New Sub-contractors #
Minority Male Business Enterprise	0	0
Minority Female Business Enterprise	0	0
Total Minority Business Enterprise (MBE)	0	0
Women Business Enterprise (WBE)	2	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	0	0
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
Total	2	0

9.1.6 List of Supplier Diversity Complaints Received and Current Status

CPA has received no complaints from Eligible Suppliers.

9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

CPA spent \$721,894,057 on electricity purchases in 2024, representing 97% of CPA's total direct spend.

In 2024, CPA continued to communicate to energy suppliers that while, pursuant to Proposition 209, we do not give preferential treatment based on race, sex, color, ethnicity, or national origin, CPA encourages eligible suppliers certified under GO 156 to respond to all solicitations. CPA also encourages energy suppliers to expand their own outreach and consideration of diverse subcontractors.

CPA continues to leverage its purchasing power to help create high-quality jobs and careers through a rigorous power procurement selection process. CPA prioritizes projects that utilize project labor agreements, targeted-hire, union labor, or multi-trade labor agreements, including requirements for state-apprenticeship graduates, and requires projects to commit to these hiring practices in its power purchase agreements. All of CPA's new-build contracts since November 2019 have included project labor agreements or prevailing wage requirements.

CPA also prioritizes projects that would create jobs or spur other economic benefits in disadvantaged communities and prioritizes projects located in California. CPA's long-term contracts have generated approximately 5,000 construction jobs to date, helping to lay a

foundation of skills and experience that can help seed a new generation of diverse entrepreneurs and small business owners.



Desert Quartzite came online in December 2024, and is a 300 MW solar and 150 MW storage facility, serving as an essential component of CPA's energy supply. The facility will provide power for 145,000 homes in Los Angeles and Ventura counties.

9.1.9 Supplier Diversity Results in Power (Energy) Procurement

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Other 8(a)⁶		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Total Supplier Diversity Spend		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Net Procurement		\$721,894,057							
Net Direct Power Purchases		\$721,894,057							
Net Direct Fuels for Generation		\$0							
Total Number of Diverse Suppliers		0							

¹ Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

² % - Percentage of Net Procurement.

³ Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

⁴ Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligations.

⁵ "Total" does not include pre-commercial development (COD) subcontracting values.

⁶ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

2025 Annual Plan

Planned Internal and External Activities

CPA's Diversity, Equity, and Inclusion (DEI) plan has three pillars: 1) Supplier Diversity, 2) Customer Programs and Community Investments, and 3) Internal Diversity, Equity, and Inclusion. Our planned 2025 Supplier Diversity activities are described here, along with related and supporting activities from the other two pillar areas.

10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

Internal Diversity, Equity and Inclusion

Diversity, equity, and inclusion efforts are a strategic priority for CPA. We will continue to pursue our DEI plans, from recruiting and staff development to the ongoing initiatives aimed at ensuring that diverse, inclusive, collaborative, and equitable perspectives are reflected in our work. These DEI efforts support CPA's mission of ensuring a "just transition" to the new clean energy economy.

Internal DEI activities in 2025 will include:

Continued support of People & Culture initiatives: implementation of online DEI training with equal access to all staff and continued annual engagement surveys to include transparent feedback avenues.

Continued empowerment of Employee Resource Groups (ERGs): supporting inclusive spaces where any member of staff can join an ERG, build community, creating initiatives that foster belonging and unity at CPA. A few examples of planned events include training, community volunteering, and career networking sessions.

Continued work by an established internal DEI team with representation from CPA's leadership, energy procurement, and non-energy procurement teams to research, collaborate, and actively participate in crafting strategies that support more inclusive behaviors and practices.



Supplier Diversity and Workforce Development

CPA's commitment to supplier diversity initiatives will continue to expand in 2025. CPA's brand awareness continues to grow, and that increased visibility will be leveraged to raise awareness regarding contracting opportunities with small, local, and diverse businesses. The focus will be not only on identifying and eliminating barriers in the contracting process, but also on encouraging and supporting eligible suppliers in completing certification. CPA will continue to direct efforts towards fostering workforce growth in the clean energy sector and advocating for the development of additional local, small, and diverse businesses opportunities. The planned activities for 2025 include:

Procurement Processes

- Updating CPA's Contracting Opportunities webpage to include a form where suppliers can respond to our RFQ, thereby streamlining the process and making it accessible to more vendors.
- Improving processes and tools used to track outreach and follow up efforts.
- Expanding data collection on supplier diversity through solicitation materials and supplier surveys.
- Continuing to consider contracting terms that reduce barriers for small businesses.
- Continuing to educate internal stakeholders on resources available for connecting with local suppliers for upcoming projects.
- Identifying new forums for posting solicitations in order to widen the supplier audience.
- Increasing communication of upcoming contracting opportunities through local and diverse business networks.

Diverse Supplier Outreach

- Collaborating with other CCAs, CalCCA, and the CPUC quarterly to share supplier diversity efforts.
- Attending the CPUC's Small Business Expositions and table a booth to share information about CPA's programs and procurement opportunities with interested small, local, and diverse businesses.
- Building partnerships and sponsorships with local and ethnic chambers, business associations, and professional groups, and attend local events to connect with suppliers.
- Working with CPA's Community Advisory Committee to pursue opportunities for increased involvement with local and ethnic chambers and business associations.
- Upholding efforts in outreach, advocacy, and support for diverse supplier certification through the CPUC Supplier Clearinghouse.

Expansion of Workforce Development Initiatives

CPA will continue to build upon its successful investments in local workforce development by expanding its efforts to include funding for pre-apprenticeship programs which utilize the national-standard Multi-Craft Core Curriculum (MC3). The MC3 was developed by the Building Trades National Apprenticeship Committee and is utilized by 26 unions from the Los Angeles Building and Construction Trades Council. The curriculum includes job site certifications, life skills, hands-on training, and case management to assist with navigating additional support services.

CPA will also continue to seek new partnerships for workforce development initiatives to grow the pipeline of diverse workers on green career pathways that support families and create opportunities for business ownership and wealth accumulation. Additionally, CPA will continue the prioritization of labor agreements and workforce development in the selection of renewable energy supply and storage projects, to continue raising the bar for creation of jobs in the rapidly growing transportation and building electrification sectors.



Customer Programs and Community Investments

Every CPA program listed previously tracks spending and benefits to small, local, and diverse businesses, particularly those that support the local economy and jobs in disadvantaged communities. Metrics include the number of small and diverse businesses reached and enrolled in customer programs and total program spend (e.g. rebates, incentives, bill discounts) going to small and diverse businesses and residential customers in disadvantaged and low-income communities. CPA customer programs will have significant and ongoing impacts on disadvantaged and low-income communities and small and diverse businesses and residential customers within our service territory in 2025.

Other Community Investment activities planned for 2025 that support our supplier diversity priorities include:

- Expanded membership, sponsorships and engagement with local organizations that help raise awareness of CPA and its contracting opportunities among small, local, and diverse businesses.
- Continuation of our Community Benefits Grant Program in collaboration with our billing and data management partner, Calpine Community Energy. This grant provided over \$325,000 in funding to local CBOs in 2024, for programs and projects that will take place in 2025. These grants prioritize programs that focus on environmental education, workforce development, benefits to disadvantaged communities, and research. Many of these grants support our supplier diversity priorities. This includes a program aimed at youth in South Los Angeles to learn entrepreneurship and computer coding, in partnership with Urban TXT. It also includes funding for an internship program focused on environmental stewardship for Indigenous youth in Ventura County through the Wishtoyo Foundation.

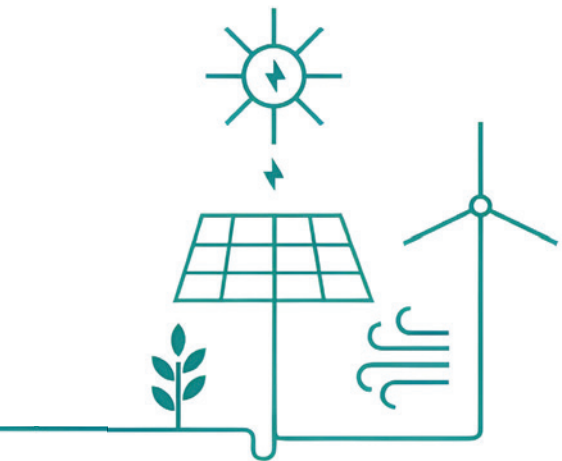
- Active leadership and participation in important local, regional, and statewide forums on diversity, equity, and inclusion.
- Participation in local events that reach a broad community and engage small businesses. A sample of recent events includes regional sponsorship of the statewide Clean Air Day, regional sponsorship of National Drive Electric Week, and sponsorship and participation at 18 community Earth Day fairs and events in April 2024.



10.2 Plans to Encourage Prime Contractors to Subcontract Small, Local, And Diverse Businesses

CPA continues to support a robust and diverse supply chain by encouraging prime contractors to engage with small, local, and diverse businesses. Contractors are encouraged to collect data on their subcontractors, allowing more insight into the impact this spending has on our certified subcontractor base.

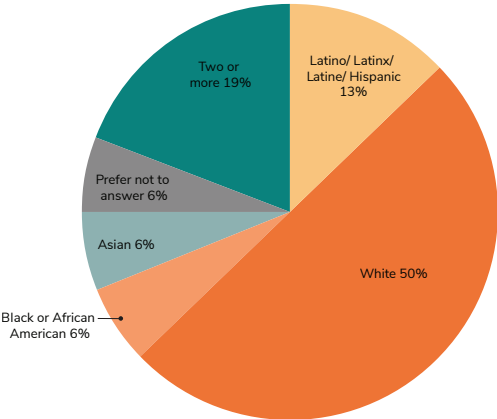
CPA will also continue to refine and expand its data collection practices in order to increase transparency and accountability and highlight the tangible results of our efforts.



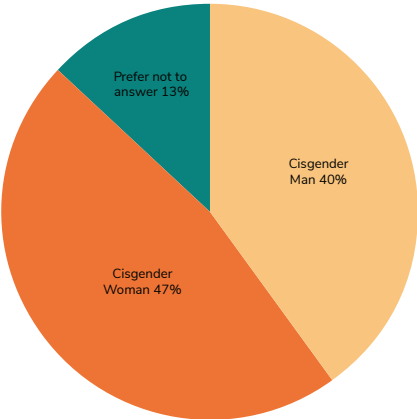
APPENDIX A: CPA Board of Directors Self-Identification

CPA Board of Directors

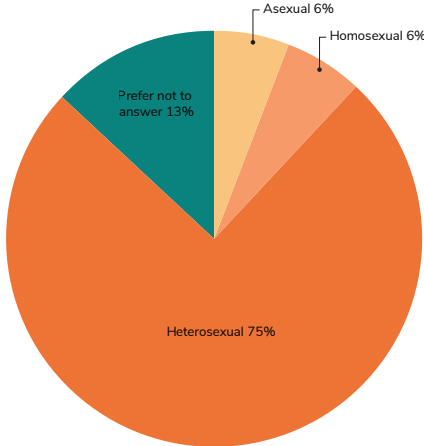
RACE/ETHNICITY



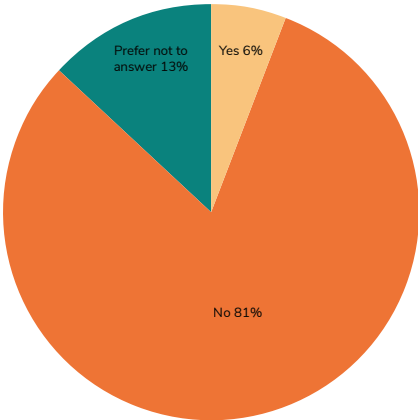
GENDER



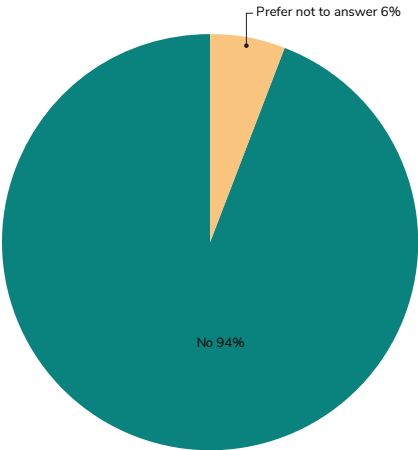
LGBTQ



DISABILITY



VETERAN



Appendix B – CPA Voluntary Supplier Diversity Survey

CPA Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer “Not Applicable” or “Decline to State.”

Pursuant to Proposition 209, CPA does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact your participation in any future CPA solicitation selection process. Responses are collected for informational and reporting purposes only pursuant to CPUC General Order 156 (GO 156).

1. Please provide the full legal name of your business:

2. What is your work email address?

3. In what city/state is your organization currently headquartered?

4. Does the majority of your workforce reside in California? (A majority workforce is defined as more than 50% of a supplier’s workforce residing in California.)

Yes No

5. Is your business certified under GO 156? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (Eligible Suppliers) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at www.thesupplierclearinghouse.com*

Yes No Qualified as an Eligible Supplier but not GO 156 certified

6. If you answered “yes” to Question 5, when does your certification expire?

7. If you answered “yes” or “qualified, but not certified” to Question 5, in which categories are you certified or qualified? Please choose all that apply. (Answer selection: Minority Owned/ Women Owned/ LGBT Owned/ Disabled Veteran Owned)

Minority Owned Women Owned

LGBT Owned Disabled Veteran Owned

8. If your business is a minority-owned business enterprise, what GO 156 certification or qualification does your business fall under? (Answer selection:

Black American Hispanic American

Asian Pacific American Native American

9. Does your business collect data regarding the diversity of its workforce, where the data are voluntarily provided by your employees?

Yes No

10. If you answered yes to question 9, can you share that information with CPA?

Yes No

11. Please list the Standardized Industrial Code (SIC) of the products and services your business offers. Search for your SIC by keyword here: <https://www.osha.gov/data/sic-search>.

12. If certified under GO 156, please list your annual business revenue as reported to the CPUC Supplier Clearinghouse. You may check your CPUC Supplier Clearinghouse status here: <https://sch.prismcompliance.com/Contractor/plugins/pages/ContractorFilteredSearch.aspx>.

13. If your business is qualified, but not GO 156 certified, please identify the reasons for not completing the certification process.

14. If your business has used GO 156 certified subcontractors for your CPA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); \$100,000.

15. If applicable, please describe any hiring policies your business has for using small, local, and/or economically disadvantaged subcontractors or for using subcontractors that qualify for the GO 156 Supplier Clearinghouse.

16. Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? Local hires can be defined as labor-sourced from within CPA's service area.

- Yes, apprenticeship programs in this recent contract with CPA
- Yes, local labor in this recent contract with CPA
- Yes, union labor in this recent contract with CPA
- Yes, multi-trade PLA in this recent contract with CPA
- Yes, apprenticeship programs but not in this contract with CPA
- Yes, history of local hire but not in this contract with CPA
- Yes, history of union labor but not in this contract with CPA
- Yes, history of multi-trade PLA but not in this contract with CPA
- Uses California-based labor, but not local to CPA's service areas
- None of the above
- Not applicable

17. Do you qualify as a small business for government contracting purposes? Please refer to the Small Business Association's Size Standards tool for more information: <https://www.sba.gov/size-standards>.

Yes No

18. If you answered "yes" to Question 17, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with CPA.

19. Do you have formal initiatives to promote diversity, equity, and inclusion among your workforce?

Yes No

20. Is there any additional feedback that you would like to provide to CPA at this time?

